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Twelve Postulates For Our College As Espoused by John H. Anthony

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Twelve Postulates For Our College

As Espoused by John H. Anthony
(1986)

1. We need a bias for action - A preference for doing something, anything rather than sending a problem through endless cycles of analysis. Our institutional vitality will depend on how effectively we maximize our opportunities as they become apparent, rather than how skillfully or carefully we can avoid making errors.
2. Staying close to the student must be an obsession - The student needs to come first. The focus of learning should be on the learner not the content. Good human involvement with learners is a key to getting students motivated and keeping them in college.
3. When twenty students read the same books, they have twenty different experiences. Human beings are unique individuals and they grow and learn at different rates, have different experiences, and acquire diverse self-concepts and role images with respect to the future.
4. A good educational program is conducive to human welfare. It provides for the personal growth of faculty and staff as well as students.
5. The most effective forms of education involve participation on the part of the learner. Students learn by doing. Surveys show that teachers talk 40 minutes of every 50 minute period. That is tragic.
6. Learning does not occur in equal units or on certain days of the week, or at certain times of the day. Many times it is serendipitous.
7. The universe does not seem to be organized by academic departments. Discrete disciplines have the tendency to promote a view of the world, nature, life and work that is artificial and segmented. In the information age we will need to know much more about the interaction of various bodies of knowledge.
8. Cultural deprivation is not limited to the poor. In many respects, middle class children know far less about the universe and humanity than do others.
9. The lines between content and method, teacher and student, ignorance and knowledge, and teaching and research need to be more interactive.
10. Participation in governance must be direct, not representative, and should include all interested parties.
11. Committees often have the function of generating enough

work to perpetuate their continued existence. Standing committees and the precedents which they enshrine are major causes of the hardening of institutional arteries.

12. Power is the most primitive and ineffective means of motivation known to man. Those who enjoy using power, will usually have it taken from them. Any group, organization, or individual that must rely on power, threats, and intimidation to motivate in the office, conference room, or the classroom is either insecure, inexperienced, or inept.

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Ten Postulates For Our College

As Espoused by John H. Anthony (1987)

1. We will become the standard for which other institutions are judged. Quality will be our reputation.
2. We will build a college that not only performs well, but also treats people well. Every person with whom we come in contact will be treated with respect and dignity and each will be valued as an individual.
3. We will be honest at all times, we will express ourselves, we will disagree without fear - we will let others know how we feel, what we want, and where we stand. Talk straight, agree and disagree, like and dislike, say "yes" and say "no".
4. We will minimize policies, rules and regulations, and commit to "egoless" management. For the welfare of our college and its people transcend individual goals and concerns.
5. Our goal will be to employ individuals who are willing to take the risk of a new venture and to create a culture that values initiative, absolute honesty, and achievement. To accomplish this every person must share in the responsibility of selecting co-workers.
6. We will choose greatness over maintenance, courage over caution, independence over dependence, moving forward over standing still.
7. We will develop a willingness to share and the freedom to fail. We will only shoot people for not trying, for being negative, or for doing things just to look good.
8. We will use language that describes reality and will avoid repositioning ourselves on issues just for the sake of acceptance.
9. We will only promise that which we can deliver.
10. We will choose the path of high resistance and live with the anxiety that it creates. For there is really no safe path.

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